



**CITY OF COLLEGE STATION  
POLICE DEPARTMENT**



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June 21, 2001

Mr. Thomas Brymer  
City Manager,  
City of College Station

Dear Mr. Brymer,

As in past years the 2000 Annual Report continues to reflect an increase in calls for service and Part 1 crimes such as; rape, robbery, burglary, and theft. As the city continues to grow we can expect a continued increase in crime statistics.

It is not my intent to be the bearer of bad news, but we must face reality and make plans to wage a vigorous war on crime in the year to come. As I write this letter we are working diligently on a 5-year Strategic Plan and a Capital Improvement Program that will carry us into the year 2015. The future is a challenge and it is also expensive. Hopefully we can meet both.

Sincerely,

Edgar R. Feldman,  
Chief of Police

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## LAW ENFORCEMENT CODE OF ETHICS

**A**s a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all to liberty, equality, and justice.

**I** will keep my private life unsullied as an example to all and will behave in a manner which does not bring discredit to me or my agency; I will maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

**I** will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

**I** recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will never engage in acts of bribery nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

**I** know that I alone am responsible for my own standard of professional performance and will take every opportunity to enhance and improve my level of knowledge and competence.

**I** will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

International Association of Chiefs of Police, Inc. 1991

## **MISSION STATEMENT OF THE COLLEGE STATION POLICE DEPARTMENT**

We, the members of the College Station Police Department, exist to serve the citizens of and visitors to our community with respect, fairness, and compassion. We are dedicated to the prevention of crime; the protection of life and property; the maintenance of law and order; the enforcement of laws and ordinances; and upholding the constitutional rights of all those within our jurisdiction.

With a philosophy of service to the customer, we have established goals and objectives designed to achieve our mission. By the investigation of all offenses and incidents that come to our attention, we seek to improve the quality of life and sense of security in our community.

We hold ourselves to the highest standards of law enforcement conduct and ethics. We seek to earn and maintain public confidence by holding ourselves responsible to those we serve. With the knowledge that we are servants of the public, we dedicate ourselves to professional growth and development through effective leadership training.

## **DEPARTMENT GOALS**

To Protect Life, Liberty, and Property

To Reduce Criminal Opportunity

To Recover Lost or Stolen Property

To Preserve Civil Order

To Investigate Crime

To Enforce Statutory Law

To Apprehend Violators and Vigorously Seek Prosecution

To Provide Assistance and Service through Education, Advice, and Referral



## **COLLEGE STATION POLICE DEPARTMENT**

### **VALUE STATEMENT**

- Dedication to the department's mission and professional conduct in providing law enforcement services is essential to community support and successful performance.
- Positive contributions and innovation are supported and encouraged in the achievement of the organizational goals.
- Organizational pride and integrity are the direct results of interpersonal trust, individual honesty, healthy competition, teamwork, and open communications at all levels.
- Authority must be extended to the appropriate organizational level and individuals must be willing to accept personal responsibility and organizational accountability for their decisions.
- Our future is determined by the development and maturity of each individual member.

## 2000 - AN OVERVIEW

### January

As a result of the investigative efforts of **Detective Lesley Hicks, Behrooz Daftarian** was charged with 3 more counts of Aggravated Sexual Assault of a Child. Each charge had a preset bond of \$100,000.00. The new charges stem from an ongoing investigation which was initiated in 1999.

The College Station Police Department **Hostage Negotiation Team (HNT)** and **Special Weapons and Tactics Team (SWAT)** were called out twice during January. Both times the basis of the call-out was to assist patrol officers with suicidal subjects. In both cases the situations were resolved with minimal or no force and the subjects were transported to the hospital for evaluation.

### February

As part of the College Station Police Department's School Resource Officer Program at A&M Consolidated High School, Officers Mark Langwell and Craig Anderson help sponsor the **Campus Crime Stoppers** program. A **raffle** was held to help raise money to help pay our rewards for the program. The prize was a trip to Disney World in Florida.

The month of February marked the debut of the new **Northgate Area Emergency Phones**. The phones, located in 3 strategic sites, were put into place to aid in notifying the police department of emergency situations. The phones were placed in areas where the availability of telephone communications on a 24-hour basis was nonexistent. The emergency call boxes are easily identified by their bright red cast iron exterior and fluorescent red and white sign overhead.

### March

On March 3, officers responded to a **major accident in the 1600 block of State Hwy. 6 South**. The investigation revealed that a Ford Explorer had rolled over and came to rest on the feeder road. According to witnesses, the driver of the Explorer lost control of the vehicle, and drove onto the shoulder. The accident resulted in the death of the driver.

On March 10, fifth graders of the College Station Independent School District (Oakwood Middle School and Cypress Grove Middle School) graduated from the **Drug Abuse Resistance Education Program (D.A.R.E)**. The 17 week program is designed to help kids resist drugs. Fifth graders from both schools gathered at the Bryan Civic Auditorium to hear music by Ruthie Foster and our own Lt. Gary Bishop.

On March 15, **College Station Police Detectives arrested Rachael Rhea Ingram** for **Theft over \$100,000.00** from the Texas Aggie Credit Union, Northgate Office. This offense is a second degree felony punishable by imprisonment for not more than 20 years or less than 2 years, and/or a fine not to exceed \$10,000.00.

During the month of March, **College Station detectives arrested Ramon Linan** for **Aggravated Sexual Assault of a Child**. Subsequent investigations resulted in four additional charges of Aggravated Sexual Assault of a Child to be brought against Linan. This is a first degree felony and if convicted he shall be punished by imprisonment in the institutional division for life or for any term not more than 99 years or less than 5 years, and/or a fine not to exceed \$10,000.00.

## **April**

On April 13, the College Station Police Department had officers volunteering their time as celebrity waiters, serving guests at the College Station Red Lobster Restaurant and earning “tips” for Special Olympics. April 9<sup>th</sup> through the 15<sup>th</sup> was designated as **“COPS AND LOBSTERS WEEK”** by College Station Mayor Lynn McIlhaney and other local officials.

On April 10, students from the **Hillel Jewish Student Association** delivered approximately 90 stuffed animals to the College Station Police Department. The stuffed animals are kept in wrappers in the police cars and are given to children who need comforting. This program is called **“Buddy Bear”**.

On April 15, the College Station Police Department, in cooperation with the George Bush Presidential Library held it's **Annual Easter Egg Hunt**. This has been a community event for over fifteen years. This years Easter Egg Hunt was modeled after the White House Easter Egg Roll, in honor of the George Bush Library involvement.

## **May**

On May 28, the College Station Fire Department responded to a report of smoke in one of the apartments at Doux Chene Apartments, 2101 Harvey Mitchell Parkway. Once the fire and smoke were contained, the firefighters found a body in the apartment. College Station Police Department was notified and found that the person had died under suspicious circumstances. **The victim was later identified as Carolyn Diane Casey. College Station detectives initiated a homicide investigation as a result of this case.**

## **June – July**

**On June 02, College Station Detectives arrested Ynobe Katron Matthews for the murder of Carolyn Diane Casey.** The suspect confessed to the murder. Preliminary autopsy reports listed strangulation as the cause of death.

On June 16, **Lt. Scott McCollum**, Commander of the College Station Police Department's Information Services and Communications Division graduated from the 201<sup>st</sup> session of the **Federal Bureau of Investigation's National Academy**. Internationally known for its academic excellence, the National Academy program held at the FBI Academy, offers 11 weeks of advanced investigative, legal, leadership, management, and fitness training of selected officers having proven records as professionals within their agencies.

## August

On August 9, the College Station Hostage Negotiations Team (HNT), and the Special Weapons and Tactics Team (SWAT) were called out to assist patrol officers with a possible suicidal/barricaded subject. **After several hours of negotiation, the subject (was by himself) surrendered to officers. The subject was transported to the hospital for medical evaluation.** There were no injuries and no damage to property during the incident.

In the early morning hours of August 14, it was discovered that **a natural gas pipeline** had ruptured in South College Station. The Emergency Operations Center (EOC) was activated in order to coordinate services. Eventually hundreds of persons were evacuated from the area. This coordinated effort lasted several hours. The location of the damaged pipeline was discovered on the East Side of State Hwy 6 in the vicinity of the Christ United Methodist Church property. Work crews were eventually able to shut off the gas supply and repair the line. No injuries were reported during this extended emergency situation.

On August 29, **Chief Ed Feldman** and **TAMU Police Director Bob Wiatt** held a joint news conference in which they detailed a coordinated plan which would address loud party calls and alcohol abuse.

## September

On September 3, officers responded to a **major accident in the 400 block of Marion Pugh Drive**. The accident involved a motorcycle with two riders and a Ford Explorer. The passenger of the motorcycle, Jonathan Graham Hatfield died as a result of his injuries. According to witnesses, the driver of the Ford Explorer had fled the scene of the accident prior to the officers arrival. **On September 8, Scott Leslie Barrow was arrested on two counts of Failure to Stop and Render Aid.** Mr. Barrow was the driver of the Ford Explorer, and left the scene after the accident occurred without attempting to assist the injured persons. Failure to Stop and Render Aid is a 3<sup>rd</sup> degree felony with a maximum punishment of five years in a state prison and/or a \$5000.00 fine.



On September 6, College Station Police officers were dispatched to 1601 Holleman, apartment L-2 in reference to a deceased person call. Upon arrival officers found a deceased female identified as Dorisela Roman. Officers also located a 3 year old male child that appeared to be unharmed. **College Station detectives initiated a homicide investigation into the case.** Results of the autopsy indicated the cause of death to be from a single gunshot wound.

**On September 7, officers responded to a hit and run accident in the 3300 block of East University Drive.** A motorcycle travelling westbound on FM 60 (University Drive) was struck by a gold colored vehicle. The driver of the vehicle then fled the scene of the accident. Both occupants of the motorcycle were transported to the hospital. The passenger sustained serious injuries to her leg. An investigation was initiated with requests going out to the public for any information on the driver of the hit and run vehicle or the vehicle involved.

### **October - November**

**On early morning hours of October 1,** the College Station Police Department SWAT Team was called out to assist patrol officers with a possible “barricaded person” inside one of the businesses located at the Culpepper Plaza Shopping Center. The suspect had apparently burglarized several of the businesses and was possibly concealed in one of the stores. After an exhaustive tactical search, SWAT officers located and arrested the suspect inside the Holze Music store.

On October 4, **College Station Police Detectives obtained an arrest warrant** for the offense of murder in the Dorisela Roman murder investigation. **Wanted for murder is Omar Delarosa Gamez also known as Omar Delarosa, a 21-year-old Hispanic male.**

**October 6 -** After reports of the accident (listed above) and hit and run vehicle were made public, the College Station Police Department received a tip indicating that a vehicle matching the hit and run vehicle’s description belonged to a person who lived near the location where the accident had taken place. **Detectives located the hit and run vehicle in San Antonio. Detectives then obtained an arrest warrant for the owner of the vehicle for two counts of Failure to Stop and Render Aid and one count of Tampering with Evidence. Arrested was Jay Don Hays the owner of the hit and run vehicle.**

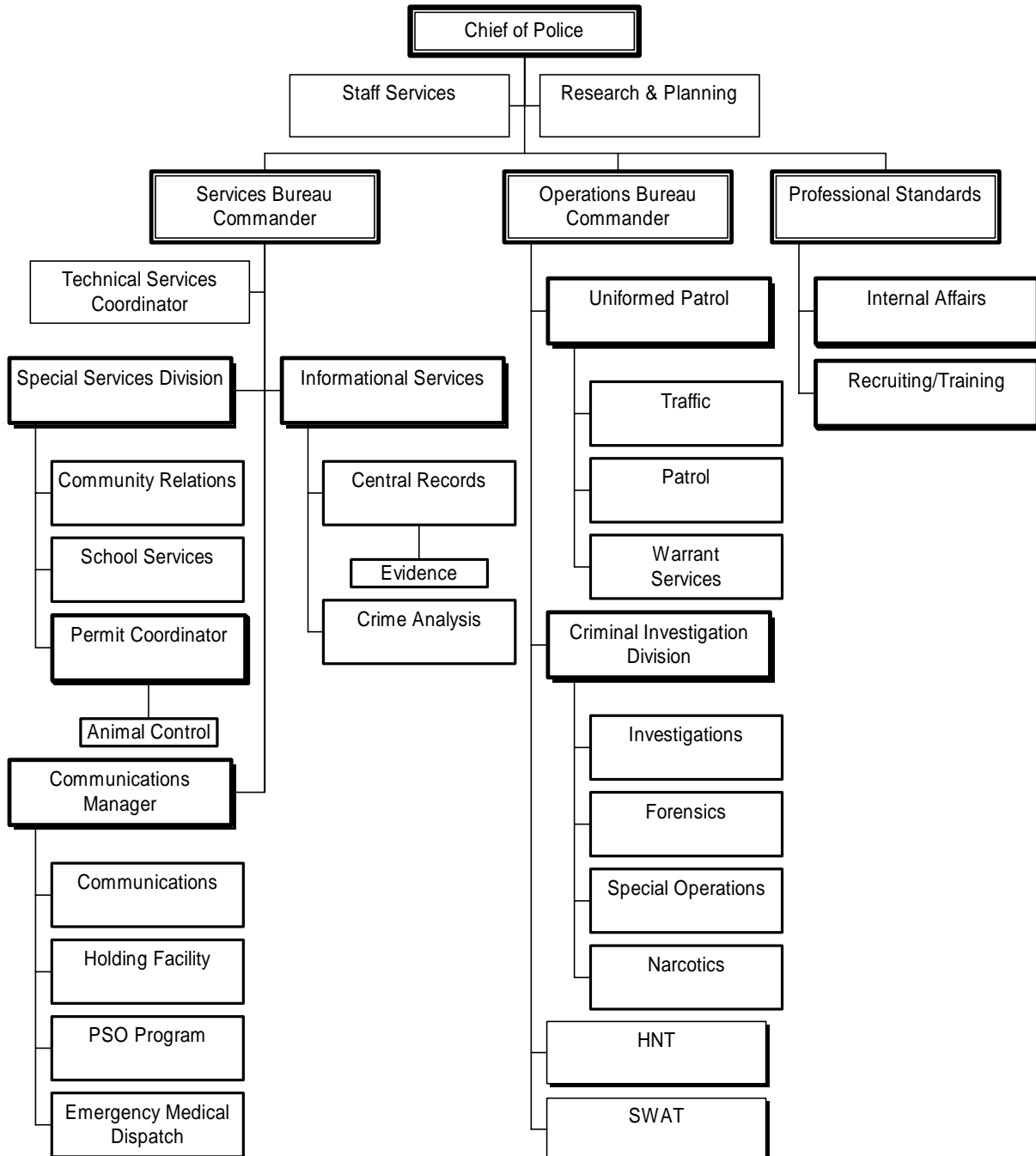
As a result of the fatality accident investigation dated 09/03/01, College Station Police Department officers obtained an arrest warrant for “**Intoxicated Manslaughter**” for **Heath Keagan Davis, a nineteen-year-old male from Chapel Hill, Texas.** Davis was the driver of the motorcycle that was involved in the accident. **Davis was arrested on October 16.** Intoxicated Manslaughter is a second-degree felony with a punishment range of from two to twenty years in prison and a \$10,000 fine.

## **December**

On December 2, Bryan PD Officer Mark Hiatt was killed as a result of injuries sustained in an on-duty traffic accident. At the request of Bryan PD, the College Station Police Department's Collision Reconstruction Team completed an investigation of the accident. College Station police officers in conjunction with other area law enforcement officers answered calls for service in Bryan while College Station Police Department communication operators manned the 911 phone lines during the funeral of Officer Hiatt.

## DEPARTMENTAL ORGANIZATION

### Organizational Structure



## Staffing

### Sworn Personnel

Chief of Police	1
Police Majors	2
Police Lieutenants	7
Police Sergeants	11
Police Master Officers	19
Police Senior Officers	25
<u>Police Officers</u>	<u>33</u>
<b>Total Sworn Personnel</b>	<b>98</b>

### Civilian Personnel (full-time)

Records Supervisor	1
Records Technician*	5
Property/Evidence Technician	1
Tech. Services Coordinator	1
Crime Analyst	1
Comm. Shift Supervisor	3
Communications Operator II	3
Communications Operator I	9
Public Safety Officer	8
Staff Assistant	1
Secretary	2
Animal Control Officer	2
<u>Quartermaster</u>	<u>1</u>
<b>Total Civilian Personnel</b>	<b>38</b>

### Part-time Civilian Personnel

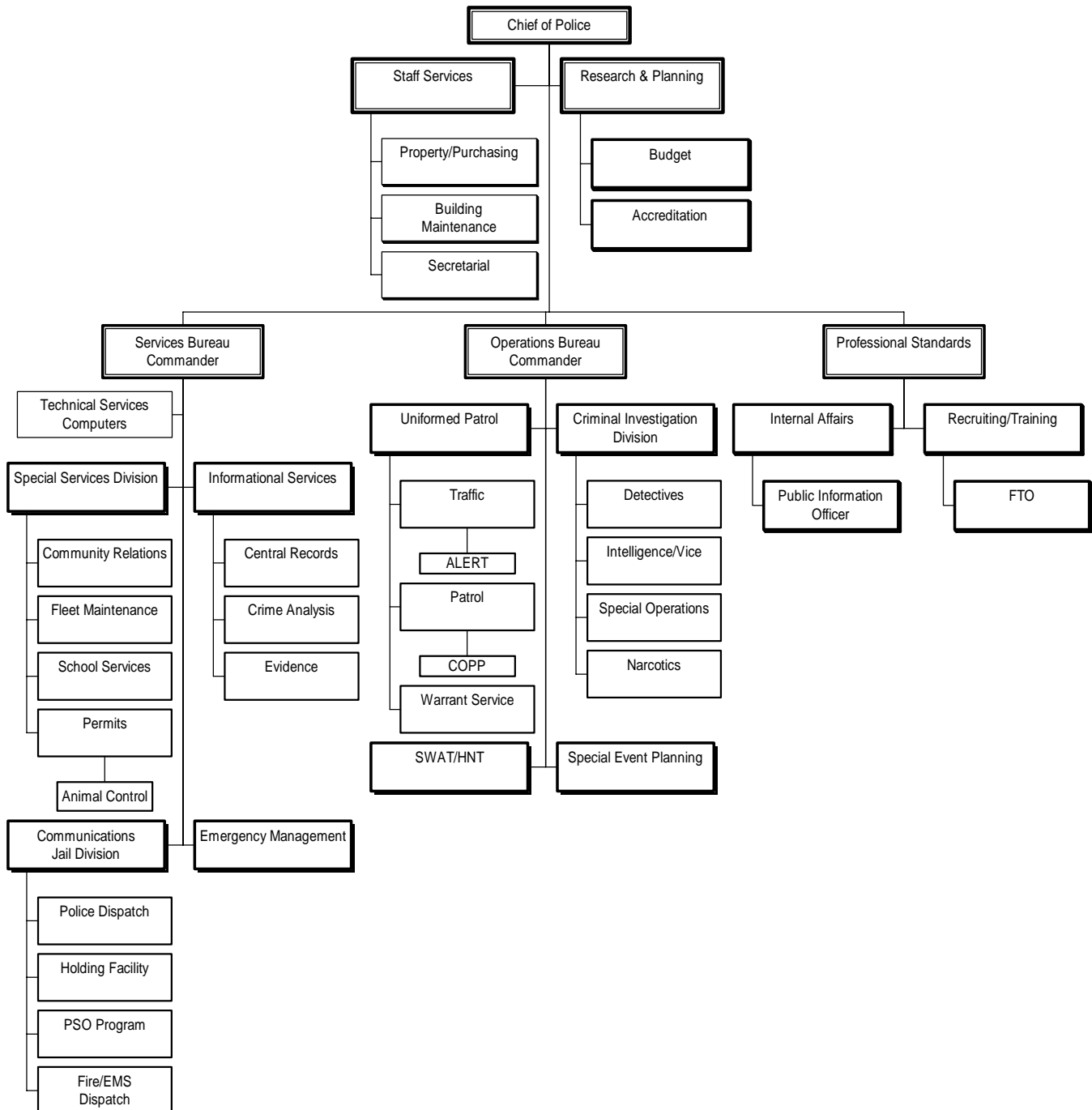
Part-time Comm. Operator	5	
<u>School Crossing Guard**</u>	<u>10</u>	(2 hr. per day)
<b>Total Part-time Civilians</b>	<b>15</b>	

\*2 @ ½ time

\*\* 10 @ ½ time

## ALIGNMENT OF FUNCTIONS

### ALIGNMENT OF FUNCTIONS



## **The Operations Bureau**

The Operations Bureau is composed of two major units, the Uniformed Division and the Criminal Investigations Division. The department's SWAT Unit and Hostage Negotiations Team also operate directly within this bureau.

### **Uniformed Division**

The Uniformed Division is responsible for the preliminary investigation of calls for service, traffic enforcement, accident investigation, parking control, and school crossing functions. The Uniformed division is organized into three watches, each commanded by a Lieutenant, and each watch is composed of a minimum of two patrol squads.

**Patrol Section** - This section is responsible for the preliminary investigation of calls for service, traffic enforcement, and accident investigation. This section does follow-up investigation of some minor criminal offenses.

**Special Enforcement Section** – This section consist of two units, a traffic unit composed of full-time, sworn officers, and a School Crossing unit, composed of part-time, civilian personnel.

**Traffic Unit** – This component consists of motorcycle officers whose primary responsibility is selective traffic enforcement and escort functions.

**School Crossing Unit** – The main responsibility of this component is to assist school children to safely cross the street at selected intersections.

### **Criminal Investigations Division**

The criminal investigations division is responsible for the follow-up investigations of most criminal offenses. This division is organized into the investigation section, the narcotics section, the special operations section, the crime scene technician, and the criminal intelligence function.

**Investigation Section** – This section is responsible for the follow-up investigations of most criminal offenses.

**Narcotics Section** – This section is responsible for the investigation of narcotics related criminal activity.

**Crime Scene Technician** – This officer is responsible for the processing of all major crime scenes.

**Criminal Intelligence Function** – This function involves the collection, analyzing, and dissemination of crime information.

## Special Weapons and Tactics Unit (SWAT)

This unit is composed of volunteer personnel selected from any of the division of the department and serves as a “Part-time, on call” unit to respond to situations requiring qualifications and skills that are outside those of the average patrol officer.

The unit works closely with other such units in the state, and two members of the team serve on the staff of “Command – The Journal of the Texas Tactical Police Officers Association”. One member of the team is on the Board of Directors of the Texas Tactical Police Officers Association, and is involved in re-writing the Basic SWAT Training Curriculum for the State of Texas. The team was featured in the “Spotlight” column of that publication’s Summer 2000 Issue.

In 2000, SWAT responded to 18 incidents, broken down as follows:

Barricaded Person Situations .....	7
Hostage Situations .....	1
Dignitary Protection Details.....	2
Bomb Calls.....	8

In these incidents, 6 people were arrested on scene, including one burglary suspect who was implicated in almost 100 similar burglaries.

Also in 2000, for the first time, the team employed its capability to use “Less Lethal Munitions” in a situation where a barricaded suicidal person was disarmed through use of a “shotgun launched bean-bag.” The suicidal person had already cut himself over 50 times, and was approaching a negotiator, armed with a knife, when the SWAT officer launched the bean-bag. The person was taken into custody, and transported to the hospital for treatment of the multiple cut and stab wounds he had inflicted on himself.

Of the 8 calls that are listed as “bomb calls,” 7 were either hoaxes or objects mistakenly identified as possible bombs, and one was a case where explosives manufacturing materials were present, and the bomb squad found that small “fireworks sized” devices were being made.



**The College Station Police Department SWAT Team**

### **Hostage Negotiations Team – (HNT)**

This unit is composed of volunteer personnel from any of the divisions of the department, and serves as a “part-time” “on call” unit to respond to situations requiring a tactical response. During 2000 the HNT team was called out three times, and all three calls involved suicide threats.

### **Services Bureau**

This division is responsible for emergency communications, central records and informational services, public information, recruiting and training, assigning, documenting and conducting internal affairs investigations, management of the accreditation process, research and planning activities, fleet maintenance, and other services without which a police agency could not operate.

### **Special Services Division**

**Crime Prevention/Community Relations Section** – This section serves to provide crime prevention education presentations, supervise neighborhood watch programs, provide home and business inspections, and conduct other crime prevention activities. Programs in 2000 included the Annual Easter Egg Hunt, National Night Out, Red Ribbon Week, Food and Toy Drive, Halloween Safety, and Bike Safety Programs.

The duties of this division include supervision of citywide Community Relations and Crime Prevention programs, supervision of the School Resource Officer Program, and the DARE program. The division is also responsible for the management of the Citizens Police Academy, the Volunteer Program, the Departmental Honor Guard, Coordination of fleet maintenance and the Animal Control Section.

**School Resource Officers – (SRO)** The school resource officer program consists of sworn officers who teach criminal justice classes in the local high school and middle schools. The program offers both high school credit, and through a cooperative agreement with Blinn Jr. College, can offer college credits to students who successfully complete the classes. In 2000, over 200 high school students were enrolled in the criminal justice program.

As a result of the success of the Criminal Justice Program at the high school level, two additional course curriculums were developed for the middle schools. The courses “Juvenile Justice”, and “Practical Law”, were taught by full time SRO’s at both middle school campuses each semester.



**DARE Officers** - This component consists of sworn officers who teach the DARE Curriculum to students in the 3<sup>rd</sup>, and 5<sup>th</sup> grades. Officers also teach the SAVE (Stop Alcohol Violation Early) program to all 6<sup>th</sup> and 8<sup>th</sup> grade students in the College Station Independent School District. In 2000, over 2,200 3<sup>rd</sup>, 5<sup>th</sup>, 6<sup>th</sup>, and 8<sup>th</sup> grade students attended either DARE or SAVE classes.



**Officer KeKe Johnson presenting prizes at the DARE Graduation**

**Animal Control** – The function of this component is to respond to citizen calls for service regarding animals and to take appropriate action. In 2000, the department answered 3,518 animal related calls for service.

### **Informational Services Division**

The informational services division is responsible for the department's central records, computer systems, data analysis (crime and traffic analysis), and evidence activities.

**Central Records Section** – The primary responsibility of this section is the recording, maintenance, and release of departmental records in accordance with applicable local, state and federal law.

**Evidence Unit** – This unit has the responsibility of receiving, cataloging, storing, destruction, and release of evidence and found or recovered property submitted by officers.

### **Professional Standards Division**

This division is responsible for recruiting, selection, initial training, and in-service training for both sworn and civilian members of the department. The lieutenant of this division also conducts internal affairs investigations.

**Recruiting and Training Section** – The primary functions of this section are to coordinate the recruitment, selection, and training of all departmental employees.

## Communications Division

This division is responsible for all public safety communications functions for the city, and also manages the department holding facility. This division is primarily responsible for answering emergency 911 calls, taking citizen requests for service and dispatching patrol units, fire apparatus, and emergency medical services as appropriate, intake and release of prisoners placed into the department holding facility, and for the “Emergency Medical Dispatch” (EMD) function.

**Communications Operators** – Communications operators are the primary point of contact for emergency and non-emergency requests for police services. In addition they handle dispatch and communications for Fire and EMS services within the city.

**Emergency Medical Dispatch** – Communication operators are trained in the Emergency Medical Dispatch (EMD) function. They provide emergency medical pre-arrival instruction via telephone so emergency treatment can begin before EMS personnel are on scene.



**Communications Operator II Julia Franz**

**Public Safety Officers** – Public Safety Officers (PSO) fulfill jailer functions in the department’s holding facility, including booking & releasing, and monitoring prisoner welfare. PSO’s may also serve as “call takers” in the communications section when conditions allow, assisting with answering telephones. The PSO’s may take offense reports by phone, in person at the station, or may be dispatched into the field to handle these calls for service.

## SPECIAL PROGRAMS

In addition to the descriptions of the operational programs initiated by the department during the year, several other programs and projects were conducted by the department. These will be described here.

### STEP – (Selective Traffic Enforcement Program) Grants

In 2000, the department participated in a Texas Department of Transportation Selective Traffic Enforcement Program (STEP) *Safe and Sober* grant. This grant of federal funds, covered overtime salaries, benefits, and vehicle miles for officers to enforce speed, occupant protection (seat belt, child restraint) violations and DWI offenses.. The purpose of this project is the reduction of traffic-related fatalities, injuries and associated costs. Enforcement action generated by this grant includes the following citation numbers:

Speed over the limit – 1,825  
Occupant protection – 1,211  
Other citations - 489

The department also had the ITC (*Intersection Traffic Control*) STEP grant which started in November. This grant project targets moving violations within intersections throughout the city. An example of such a violation would be drivers proceeding through an intersection after their light has turned red! The following enforcement action was generated:

Moving violations – 192  
Other citations - 11

### Noise Abatement

Over the years the increase in loud parties and the associated noise complaints, alcohol violations, parking problems and other criminal and code violations have caused great concern for the citizens of this community. This is particularly true in the fall during Texas A&M University's football season. During 2000, the College Station Police Department was instructed by the city council to address the issue of complaints regarding unacceptable noise levels within the city. In an effort to improve this situation, the police department in conjunction with the Texas A&M University Police Department initiated an organized noise abatement program. Officers from both departments teamed together on Thursday, Friday, and Saturday nights during all home football weekends and other specified times. This effort was successful and resulted in an approximate 78% increase in enforcement actions and a 21% decrease in loud party complaints.

It is the department's plan to maintain the increased enforcement by working with Texas A&M University and other enforcement agencies in the area. In addition, the police department wants to increase the education of citizen's about this program and the related issues.

## Departmental Honor Guard

The Honor Guard consists of volunteer officers who perform ceremonial duties for events such as police memorial day, funerals, and other public events. In 2000 the Honor Guard represented the department on 9 occasions, including a presentation on Police Memorial Day, and assisting Bryan P.D with the funeral service of Officer Mark Hiatt.

## Citizens Police Academy

As always the Citizen Police Academy was one of the most popular programs ever held by the department. Students attending the academies obtain a unique perspective on the day to day operations of the department and what it means to be a police officer. Department personnel serving as instructors benefit from the input and fresh ideas that sometimes come from academy students. Members of the department also benefit from the level of support and understanding shown by current and previous attendees of the academy. The "routine" contacts the officers and citizens have, where the citizen has recently witnessed or been victimized by a crime, incident, or accident, are highly stressful situations, in which positive contacts are difficult. A total of **35** citizens graduated from the **27th** and **28th** sessions that were held in the spring and fall of 2000. Several members went on to join the Citizen Police Academy Alumni Association.



## **Volunteers**

For some time, several citizens of our community have graciously volunteered time to work in various functions of the department. These people provide invaluable service in assisting with clerical tasks, in setting up and presenting special projects, such as "Knightwatch" (citizens on patrol), Police Chaplains, and other areas where the assistance they provided made some significant differences.

The 2000 "office staff" volunteers were:

**Evalyn Manning**  
**Santos Ramirez**

The 2000 "Knightwatch" volunteers were:

**Marci Collins**  
**Leslie Hill**  
**John Polasek**  
**John Rauser**  
**Tom Reitmeyer**

The 2000 Chaplain volunteers were:

**Reverend Danny Duron**  
**Reverend Kathleen Ellis**  
**Reverend Joe Dan Franklin**  
**Reverend Butch Smith**  
**Rabbi Peter Tarlow**

## AWARDS

The College Station Police Department is proud to recognize those employees and volunteers whose outstanding performance, dedication, and efforts have brought them honors and awards from the department, and from the community we serve. Some of the awards received by employees and volunteers of this department are listed below.

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### Sworn and Civilian “Outstanding Employee”

During January the department Awards Committee selects one sworn and one civilian member of the department as the “employees of the year” based on the previous year’s performance. Both employees are awarded a certificate, and a uniform commendation bar, to honor their “outstanding service during the previous year”. The selections are made by the committee based on department records of consistently outstanding performance, rather than for a single act.

Also during the year, the department receives requests for nominations from community organizations for employees to be honored by those organizations for their outstanding service. The persons selected as employees of the year are the ones nominated for these awards also.

In 2000, **Detective Jeffrey Capps** was selected as the "Outstanding Sworn Employee", and **Information Services Supervisor, Stephanie George** as the "Outstanding Civilian Employee" for the year.

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### Outstanding Service Award

This award is issued to an employee who, through a single act or consistent outstanding service, improves the ability of the department to fulfill its mission of service to the community. This award may also be issued to employees in recognition for acts of service to the community or its citizens in the furtherance of justice.

In 2000, there were two recipients of the “**Outstanding Service Award**”. The co-recipients were **Criminal Investigations Sergeant, Chuck Fleeger** who was selected for his work as the supervisor in the Criminal Investigations Division, and **Det. Lesley Hicks** who was selected based on her investigative work involving a major “child pornography” case.

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### Outstanding Unit Citation

This award is issued to members of a particular unit (squad, section, etc.) that has performed in an outstanding manner as a team. The unit is selected each year by the Chief of Police. For the second year in a row, the **Criminal Investigation Division** was selected as the **Outstanding Unit**, for their performance and teamwork on several major criminal cases during the year. Members of the Unit in 2000 were:

**Detective Jeff Capps**  
**Detective Chad Harkrider**  
**Detective Lesley Hicks**  
**Crime Scene Tech. Tony Kunkel**  
**Detective Doug Muxworthy**  
**Detective Brian Piersall**  
**Detective Paul Price**  
**Detective Luther O'Banion**  
**Sergeant Chuck Fleeger**  
**Lieutenant Larry Johnson**

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### Enrique Camarena Award Nominee

The Brazos Valley Council on Alcohol & Substance Abuse presents the "Enrique Camarena Award" annually to a law enforcement officer who has made outstanding contributions to the community in the field of substance abuse prevention or narcotics law enforcement. For 2000, the College Station Police Department nominee was **Officer Billy Couch**.



**Officer Billy Couch speaking at the 2000 Enrique Camarena Awards Ceremony**



## **M A D D - Officer of the Year**

Each year, the Brazos Valley Chapter of Mothers Against Drunk Driving recognizes one officer from each law enforcement agency who did exemplary work in the area of DWI enforcement. Criteria such as number of arrests, quality of reports, and courtroom testimony are determining factors. For 2000 the College Station Police Department's MADD officer of the year was **Officer Andrew Murph**.



**Sr. Officer Lively with Major Patterson**

## **“Volunteer” Award Winners**

**Chaplain of the Year**  
**Reverend Butch Smith**

**Knightwatch Volunteer of the Year**  
**Mr. John Polasek**

**Office Volunteer of the Year**  
**Mrs. Evalyn Manning**

**Outstanding Business of the Year**  
**Target – Mr. James Haverland**



## GENERAL STATISTICS

### Major Offenses and Calls for Service

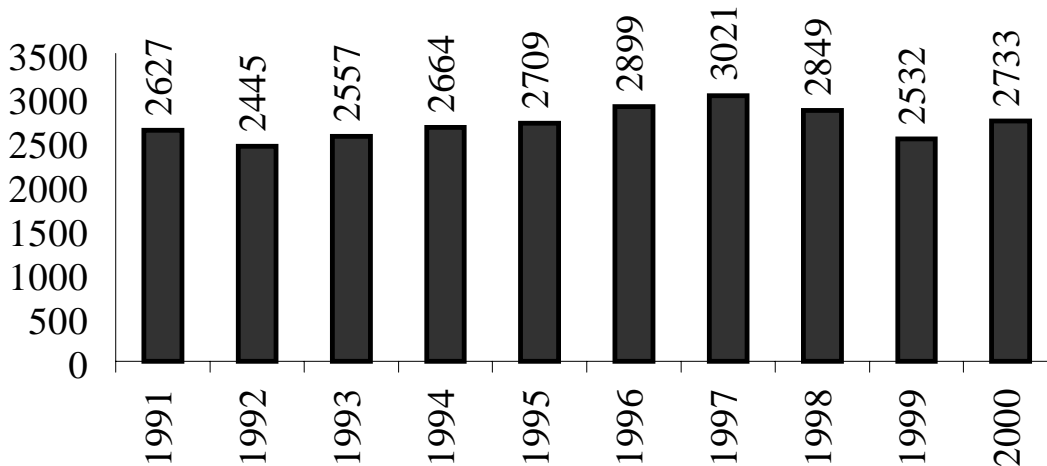
#### Major Offenses

"Major Offenses" are those criminal incidents categorized as "Part I Crimes" or "Index Crimes" by the FBI's Uniform Crime Reporting (UCR) system. This list includes both Felony and Misdemeanor crimes under Texas Law. The table below compares the number of reported Major Offenses in 1999 and 2000.

Offense	1999 Reports	2000 Reports	% Change (+ or-)
Murder	1	2	100.00%
Sexual Assault (Rape)	31	37	19.00%
Robbery	12	18	50.00%
Aggravated Assault	51	49	-4.00%
Burglary	900	1025	14.00%
Theft	1436	1524	6.00%
Vehicle Theft	101	78	-23.00%
<b>Total Major Crimes Reported</b>	<b>2532</b>	<b>2733</b>	<b>7.8%</b>

#### MAJOR OFFENSES 1991 - 2000

#### Major Offenses 1991 - 2000



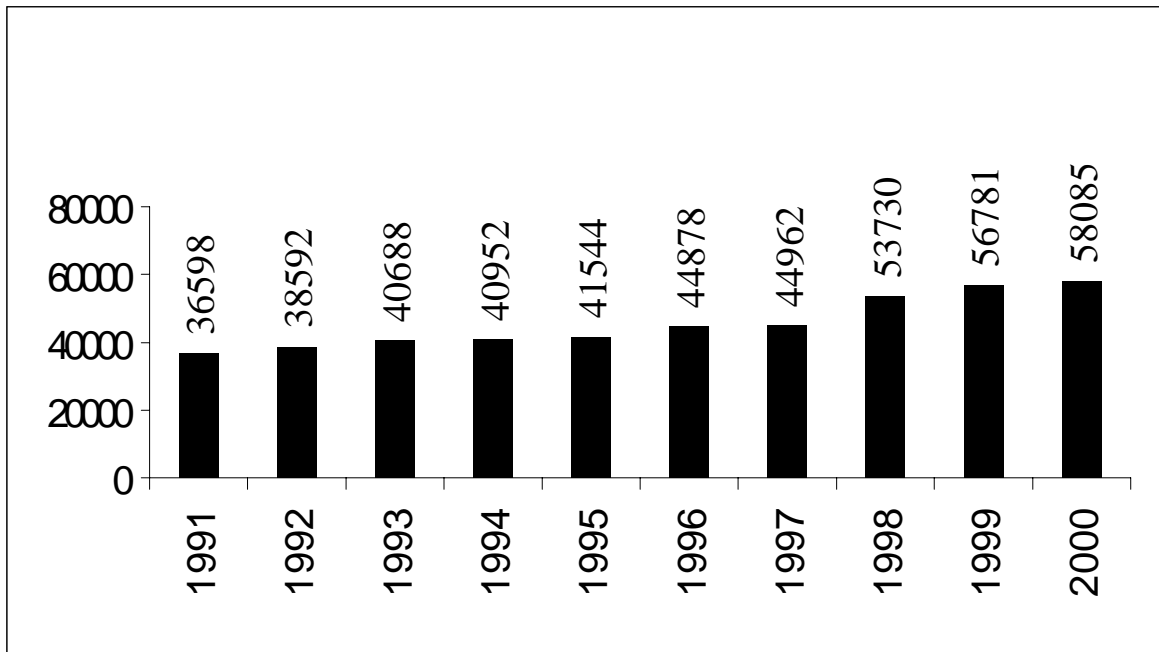
## Calls for Service

A "Call for Service" is defined as "any event or situation, which requires a response from the police department." This includes, but is not limited to: crimes in progress, traffic accidents, arresting offenders, taking reports of criminal offenses or non criminal incidents, and responding to citizen calls for assistance. Calls for Service do not include: issuing traffic citations, security checks of homes or businesses, giving directions or answering questions, or conducting special programs such as crime prevention talks or the Citizens Police Academy.

In the ten years from 1991 through 2000, the demand for police services, as measured by Calls for Service, has increased from **36,598** to **58,085** or approximately **59%**.

The next table depicts the changes in calls for service in the last ten calendar years for the College Station Police Department.

**TOTAL CALLS FOR SERVICE  
1991-2000**



## Arrest Information by Assignment For All Offenses

These figures include arrests for all purposes, including warrant arrests from other jurisdictions.

<b>Traffic (Motorcycle) Section</b>	<b>1999 Arrests</b>	<b>2000 Arrests</b>
<b>Misdemeanor Arrests</b>	15	19
<b>Felony Arrests</b>	1	2

<b>Uniformed Patrol Division</b>	<b>1999 Arrests</b>	<b>2000 Arrests</b>
<b>Misdemeanor Arrests</b>	3,350	3336
<b>Felony Arrests</b>	171	174

<b>Criminal Investigations Division (excluding Narcotics Task Force)</b>	<b>1999 Arrests</b>	<b>2000 Arrests</b>
<b>Misdemeanor Arrests</b>	189	123
<b>Felony Arrests</b>	116	108

<b>Others (Includes Special Operations, SRO's, etc.)</b>	<b>1999 Arrests</b>	<b>2000 Arrests</b>
<b>Misdemeanor Arrests</b>	7	14
<b>Felony Arrests</b>	1	0

## Arrest Information on Major Offenses

Offense	Number of Adults Arrested in 1999	Number of Juveniles Arrested in 1999	Number of Adults Arrested in 2000	Number of Juveniles Arrested in 2000
Murder	1	0	1	0
Sexual Assault	4	1	7	1
Robbery	10	0	15	0
Aggravated Assault	17	5	24	1
Other Assault	96	16	86	7
Burglary of Building	4	3	16	9
Burglary of Habitation	7	2	12	1
Burglary of Vehicle	18	6	15	1
Burglary of Coin Operated Machine	0	0	1	0
Vehicle Theft	9	2	11	3
Theft	247	68	308	89
<b>Total</b>	413	103	496	112

## Arrest Information on Alcohol/Drug Charges

Offense	Adult Arrests in 1999	Juvenile Arrests in 1999	Adult Arrest/ Charges in 2000	Juvenile Arrests in 2000
Possession of Marijuana	232/290	29	315/358	22
Possession of Other Controlled Substance	57/76	2	55/67	1
Liquor Law Violations (other than Minor in Possession)	62/62	1	95/103	0
Minor in Possession of Alcohol* (Adults 17-20 and Juveniles together)		1,254		1,441
Intoxication Assault	4	1	2	0
Driving Under the Influence	142	1	81	0
Driving While Intoxicated	403	0	409	0
Public Intoxication	550	2	378	4
<b>Total</b>	1,450/ 1,527	1,290	1,335/ 1,398	1,468

\* Under Texas Law:

A Juvenile is a person who has not reached his or her 17th birthday. A "Minor" is someone who has not yet reached his or her 21st birthday. For "Minor In Possession" statistics group both minors and juveniles together.

## Stolen and Recovered Property in 2000

Type Property	Stolen in 1999	Recovered in 1999	Stolen in 2000	Recovered in 2000
Currency	\$57,605	\$2,786	\$81,072	\$1,548
Jewelry/Precious Metals	155,700	72,660	98,493	13,387
Clothing	50,923	17,416	65,964	31,691
Motor Vehicles	916,107	689,840	685,850	474,720
Office Equipment	36,827	2,700	87,889	16,385
Electronics	375,447	35,907	438,869	29,889
Firearms	12,251	1,087	11,044	2,544
Household Items	31,132	4,16	21,989	322
Consumable Goods	4,387	831	9,461	1,770
Miscellaneous	438,328	44,828	348,804	44,989
Livestock	350	0	0	0
<b>Total</b>	<b>2,079,327</b>	<b>872,171</b>	<b>1,849,435</b>	<b>617,245</b>

## 2000 Motor Vehicle Accidents

	1999	2000	% Change
Major (with visible or claimed personal injuries)	281	386	37%
Minor (with property damage only)	1544	1493	-3.0%
Fatality *	4	5	25%
Total Accidents	1829	1884	3%

\* Fatality Accidents included in count of Major Accidents.

## Alcohol Related Accidents

(included above)

	1999	2000
Alcohol Related	64	63
Charges Filed	64	63

## CITIZEN SATISFACTION SURVEY

Each year since 1988, the College Station Police Department has conducted a survey of attitudes and opinions among the citizens of College Station. These surveys are distributed to a random sample of the population, and seek input as to what aspects of law enforcement are important to the citizen, and as to how well the citizens feel the College Station Police Department does in providing police services. In 2000 the department again combined its survey with a survey for the entire city, conducted by the Public Policy Institute at Texas A&M University.

The citizens were also asked for an overall opinion on the College Station Police Department. The report from the Public Policy Institute indicated that **91.8%** of the citizens surveyed were “satisfied” with the police department in general. This is consistent with all of the previous surveys conducted by this department.

Responses indicated that **32.6%** of those surveyed have had contact with the College Station Police Department during the last two years. Respondents who had contact with CSPD were asked their level of satisfaction with the department’s professionalism in handling the situation, and time to arrive, and reported the following.

	<b>Satisfied</b>	<b>dissatisfied</b>
b. Police professional in handling the situation	93.4%	6.5%
c. Time for officer to arrive (if applicable)	<u>75.6%</u>	<u>11.2%</u>

The survey also included questions regarding the level of effort the citizens felt should be put towards certain programs conducted by the department. These items are also intended to give a measurement of the level of concern in the community towards specific problems. The areas receiving the highest indications of concern or importance were, "Patrolling residential and business areas", "Response to citizen’s call for service", and “DWI enforcement”.

This year's survey also included items intended to assess the citizen's feelings regarding personal safety from crime in our community. Of those responding, **99.4%** indicated feelings of being reasonably safe to very safe in their homes during the day, and **96.8%** indicated this feeling of safety came through at night also. The responses indicated that **87.2%** felt safe when walking in their neighborhood at night, and over **96.1%** indicated feeling safe when shopping, dining or in an entertainment area day or night.

## COMPLAINTS AND INTERNAL AFFAIRS INVESTIGATIONS

The nature of police service demands that a high degree of integrity be maintained by the department as a whole, and by each individual member. As a police agency, we must be worthy of the trust placed in us by the public. The level of this trust, is by a large measure, affected by the responsiveness of the department to allegations of misconduct, whether serious or minor. For this reason, departmental policy stipulates that all complaints, regardless of degree, are thoroughly investigated.

### Complaint Categories:

#### Class I complaints:

All complaints of a serious nature lodged against a member of the department. Includes, but is not limited to : (1) unnecessary or excessive use of force (2) false arrest discrimination (3) corruption/extortion (4) violation of specific criminal statutes (5) misuse of police authority (6) civil rights violations (7) others as directed by the chief.

#### Class II complaints:

All complaints related to services provided by an employee or the department including: (1) inadequate police service (2) discourtesy (3) improper procedure (4) others not included in Class I.

### Dispositions:

<b>Unfounded</b>	- allegation is false or not factual
<b>Not Involved</b>	- employee not present when the misconduct or incident occurred
<b>Exonerated</b>	- incident occurred but actions of employee were lawful and proper
<b>Not Sustained</b>	- insufficient evidence to prove or disprove the allegation
<b>Sustained</b>	- the allegation is supported by sufficient evidence
<b>Policy Failure</b>	- the employee acted within policy guidelines but the policy is determined to be defective.
<b>No Further Action</b>	- there was no formal complaint made, or the person complaining was satisfied by an explanation of the officer's actions, or the complaint was a disagreement about guilt or innocence and would be more properly handled in court.

In 2000 the department received **55** complaints from citizens regarding conduct of civilian and sworn members of the department. Of these complaints, **14** were Sustained, **11** Not Sustained, **18** complaints were classified Unfounded, **18** were Exonerated, and **1** was classified as "No Further Action".

This was the first year in which the "No Further Action" (NFA) disposition was used, it was created as a mechanism to keep track of all calls from citizens who were not satisfied with police services, including those which were not really complaints of misconduct.

### 2000 Complaint Classification, Type and Disposition

External Complaints	#	Disposition							
	Received	NFA	Unfounded	Not Involved	Not Sustained	Sustained	Exonerated	Policy Failure	Pending
<b>Class 1 Complaints</b>									
Excessive Force	7		3	2	1	1			3
False Arrest	2	1	1				1		
Unbecoming Conduct	2					2			
Sexual Harassment	1				1	1			
Misuse of Police Authority	1								1
Harassment	4		1		2		1		
Others Directed by Chief									
<b>Class 2 Complaints</b>									
Inadequate Police Service	10		5	1	2	4	2		1
Discourtesy	17		5		2	4	5		
Improper Procedure	10		3	1	2	2	4		
Others	1				1				
<b>TOTALS</b>	<b>55</b>	<b>1</b>	<b>18</b>	<b>4</b>	<b>11</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>5</b>

## ASSISTANCE TO OTHER AGENCIES

During each year, the College Station Police Department routinely receives and fills requests for assistance, information and suggestions on various aspects of law enforcement from other agencies across the nation. We receive these requests by telephone, by mail, and most recently, through our connection with the IACP/Net, an electronic information exchange for law enforcement agencies run by the International Association of Chiefs of Police. The department also sends out information through membership in the Texas, Arkansas, Louisiana, Oklahoma, and New Mexico (TALON) Accreditation Coalition. The department benefits from these requests as well, since they promote the free exchange of ideas and solutions to problems, which we may encounter in the course of daily operations.

In 2000, the department responded to 50 requests for information from other law enforcement agencies about our programs, plans, policies and operations. There were 39 requests from agencies in Texas, and 11 requests from agencies outside of Texas. Information on the following topics was sent out:

### Requests from within Texas:

<b>Date</b>	<b>Agency</b>	<b>Topic(s) of Request</b>
06/13	Carrollton PD	Report Writing Manual
06/13	Burleson PD	Report Writing Manual
06/26	Southlake PD	Task Analysis
07/18	Brownsville PD	Policy Manual
07/28	Mesquite PD	10 Hour Shift
07/28	Smithville PD	10 Hour Shift/MDT
08/03	Greenville PD	Accreditation Process
08/15	Temple PD	MDT Procedures
08/16	Temple PD	MDT Lesson Plans
08/21	Nacogdoches PD	Pay Plan
08/23	Port Arthur PD	10 hour shifts
08/28	Carrollton PD	Vehicle Inventory Policy/Forms
08/30	Fort Worth PD	Specialized Assignments Policy
08/31	Brazos County SO	Pay Scales
09/06	Houston Metro Transit PD	Accreditation Process
09/13	Temple PD	Property/Evidence Control
09/18	Brenham PD	Promotional Exams
10/02	Temple PD	Accreditation Process
10/06	Westwood Village PD	Applicant Interview Questions
10/11	Gregg County SO	Part-time Employment Policy
10/16	Bryan PD	SWAT Physical Fitness Test
10/17	Brazos County SO	Evd. Technician Policy
10/18	Arlington PD	Off Duty Employment
10/19	Sugarland PD	Promotional Policy Sgt. and Lts.
10/23	Glen Heights PD	Policy Manual
10/23	Huntsville PD	Citation/Accident Reporting Policy
10/27	Plano PD	Crime Scene Tech./Policy



10/31	Sugarland PD	Promotional Policy Time in Grade
11/02	Sugarland PD	Accreditation/Traffic Policy
11/09	Grapevine PD	Ethics/Standards of Conduct Policy
11/13	Killeen PD	Pay scales and Incentive Pay
11/20	Temple PD	Staff Inspections
11/20	Texas Tech University PD	MDT
11/20	TAMU PD	Evaluation System
12/08	Lubbock PD	Pursuit Policy
12/18	Amarillo PD	Search Policy
12/18	Wichita Falls PD	Job Task Analysis
12/21	Nacogdoches PD	Promotional Requirements

**Requests for information or assistance from outside Texas:**

04/26	Pennsylvania State Police	MDT Systems
07/28	Casper Wyoming SO	MDT Systems
08/11	Ft. Smith Arkansas PD	MDT MW520 Work stations
08/15	Baton Rouge La. PD	TALON Accreditation Coalition
09/06	Hobbs New Mexico SO	Pat Down Policy
10/16	Sudbury Regional Police Ontario	Tactical/HNT Policy
10/18	Tulsa, Oklahoma SO	Fraternization Policy
11/02	Baton Rouge La. PD	Manpower Allocation
11/20	Poughkeepsie New York PD	SWAT/HNT
12/07	Little Rock Arkansas PD	Chaplains Policy
12/18	New Orleans La. PD	Internal Affairs Policy

## RECRUITING AND TRAINING

### Recruiting and Selection

**20** new employees were hired during 2000, including **12** sworn officers, **1** Public Safety Officer (PSO), **6** Communications Operators, **1** Secretary. The Recruiting & Training Section of the department manages this function, including scheduling of written tests, selection boards, typing tests, psychological, physical, and polygraph examinations, as well as final interviews for all the candidates requiring these steps.

### New Employees in 2000

Fletcher	Shawana	Comm. Operator	01/28/2000
Thurman	Denise	Comm. Operator	02/07/2000
Nichols	Lisa	Recruit Officer	02/14/2000
Wiesepape	Karla	Patrol Officer	02/14/2000
Wiesepape	Daniel	Patrol Officer	05/01/2000
Junek	Danny	Patrol Officer	05/01/2000
Reed	Susanna	Comm. Opr.	05/29/2000
		Trainee	
Elkins	James	Patrol Officer	05/31/2000
Slentz	Bob	PSO	06/05/2000
Brockett IV	Ashley	Patrol Officer	06/12/2000
Brown	Paul	Patrol Officer	06/12/2000
Brown	Jimmy	Patrol Officer	06/12/2000
Gaylor	Sherry	Comm. Opr.	06/26/2000
		Trainee	
Forsthoff-Turner	Rhonda	Comm. Opr.	07/24/2000
		Trainee	
Adams	Brian	Recruit Officer	7/31/2000
Lara	Angela	Recruit Officer	08/14/2000
VanEpps	Andrea	Secretary	09/18/2000
Johnson	Peggy	Comm. Opr.	10/23/2000
		Trainee	
Crocker	Casey	Recruit Officer	11/27/2000
Sawyer	Edward	Recruit Officer	11/27/2000

## Training

In 2000, the Recruiting & Training Section provided or coordinated **7,491** hours of "In-house" training and **9,039** hours of training from outside providers. The figures do not include field training of officers or "on the job" training of civilian personnel. The courses included basic "operational" courses for officers, as well as those courses mandated by state law for sworn officers every two years, such as Sexual Violence Response, Child Abuse Awareness and Investigation, and others. In addition, these hours include that time spent in refresher training, such as firearms training and re-qualification, emergency vehicle operations, and in updates on law and policy changes.

### The College Station Police Department Recruiting and Training Section



**Officer Rhonda Seaton , Sgt. Dan Severn, and Master Officer Jamie Woodward**

## PROMOTIONS

The department's promotional process is coordinated by the Administrative Division of the police department in cooperation with the Human Resources Department of the City of College Station. In order to comply with state, federal and local regulations, as well as to insure compliance with accreditation standards, the promotional process uses validated selection procedures and written testing material, and the process is evaluated by the department staff annually.

The following employees received promotions in 2000:

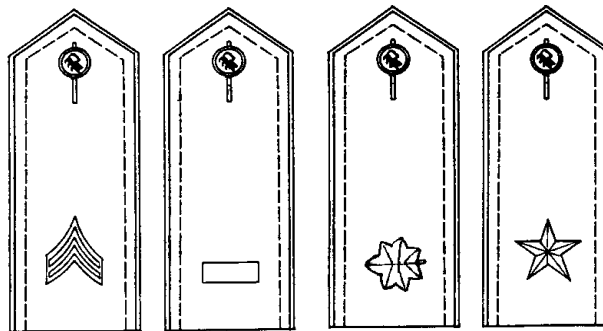
### Civilian Employees

Hicks	Jacqueline	Recruit ACO	Probationary ACO	01/04/2000
Willis	Robert	Recruit Comm Opr	Probationary Comm Opr	01/23/2000
Klassen	Hal	Recruit Comm Opr	Probationary Comm Opr	03/14/2000
Carrillo	Morris	Comm.Opr.Trainee	Probationary Comm.Opr.	03/20/2000

### Sworn Employees

Severn	Dan	Sergeant I	Sergeant II	01/15/2000
Phillips	Liza	Probationary Officer	Police Officer	02/01/2000
Oliver	Brandon	Probationary Officer	Police Officer	02/14/2000
Carpenter	Mary	Probationary Officer	Police Officer	02/17/2000
Jordan	Dustin	Probationary Officer	Police Officer	02/17/2000
Krauter	Blaine	Probationary Officer	Police Officer	02/17/2000
McCune	Nathan	Probationary Officer	Police Officer	02/17/2000
Rincones	Noe	Probationary Officer	Police Officer	02/17/2000
Robinson	David	Probationary Officer	Police Officer	02/17/2000
Lewis	Gregory	Sergeant I	Sergeant II	04/01/2000
Langwell	Mark	Master Officer	Sergeant	04/03/2000
Dean	Jerry	Sergeant I	Sergeant II	04/10/2000
DuBois	Steven	Recruit Officer	Probationary Officer	05/01/2000
Leschber	Daniel	Recruit Officer	Probationary Officer	05/01/2000
Mohler	Michel	Recruit Officer	Probationary Officer	05/01/2000
Perkins	Michael	Recruit Officer	Probationary Officer	05/01/2000
Richter	James	Recruit Officer	Probationary Officer	05/01/2000
Shilson	David	Recruit Officer	Probationary Officer	05/01/2000
Suel	Christopher	Recruit Officer	Probationary Officer	05/01/2000
Sigler	Rodney	Sgt. I	Sgt. II	05/08/2000
Anderson	Damian	Recruit Officer	Probationary Officer	05/31/2000

Bain	Daylene	Police Officer	Senior Officer I	06/15/2000
Boyett	Craig	Police Officer	Senior Officer I	06/15/2000
Brown	Paul	Recruit Officer	Probationary Officer	09/10/2000
Junek	Danny	Recruit Officer	Probationary Officer	09/10/2000
Wiesepape	Daniel	Recruit Officer	Probationary Officer	09/10/2000
Jones	Dan	Sergeant II	Lieutenant	10/09/2000
Brown	Jimmy	Recruit Officer	Probationary Officer	10/15/2000
Wiesepape	Karla	Recruit Officer	Probationary Officer	10/15/2000
Woodward	James	Master Officer I	Master Officer II	12/16/2000



FORMER SGT. DAN JONES AT HIS PROMOTION  
RECEPTION TO LIEUTENANT

## RESIGNATIONS/TERMINATIONS

The following employees left the department during 2000:

### Civilian Employees

Hamff	Deborah	Comm. Operator	01/08/2000
Messarra	Gayla	Comm. Operator	01/10/2000
Garcia	Linda	Comm. Operator	01/14/2000
Brown	Traci	Comm. Operator	01/18/2000
Fletcher	Shawana	Comm. Operator	02/13/2000
Mendez	Sandra	Comm. Operator	03/14/2000
Thurman	Denise	Comm. Operator	04/17/2000
Ferguson	Cody	Records Technician	05/31/2000
Slentz	Bob	PSO	07/16/2000
Willis	Robert	Comm. Operator	07/26/2000
Gregory	Eric	Recruit PSO	07/27/2000
Tydlacka	Carlene	Secretary	07/28/2000
Gaylor	Sherry	Comm. Opr. Trainee	09/11/2000
Reed	Susanna	Comm. Opr. Trainee	09/22/2000
Forsthoff-	Rhonda	Comm. Opr. Trainee	10/03/2000
Turner			
Stillion	Michele	Records Technician	11/10/2000
Johnson	Peggy	Comm. Opr. Trainee	11/12/2000

### Sworn Employees

Taylor	Anthony	Patrol Officer	01/27/2000
Glover	Crystal	Patrol Officer	01/28/2000
Johnson	Christopher	Patrol Officer	02/25/2000
Johnson	Willard	Patrol Officer	05/09/2000
Brockett IV	Ashley	Patrol Officer	08/31/2000
Stratton	Gary	Patrol Officer	10/05/2000
Nichols	Lisa	Recruit Officer	10/23/2000
Piersall	Sonja	SOS Officer	10/27/2000
Oliver	Brandon	Patrol Officer	10/29/2000
Feenstra	Richard	Patrol Officer	12/08/2000

## EDUCATION

The College Station Police Department believes that education is vital to personal and professional growth of all employees. The City of College Station also has a tuition reimbursement program for job related college courses for civilian employees.

The following chart describes the educational breakdown of the **136** full time employees of the College Station Police Department in December 2000.

Master's Degree	2
Bachelor's Degree	36
Associate's Degree	7
Some College	65
High School Graduate	25
Less than High School	1

These figures indicate that **81%** of the employees of the department have completed college level classes.

## THE FUTURE

Over the past year, the College Station Police Department has witnessed steady growth and achievement. Much of this can be attributed to the addition of more staff, our continuing efforts to further community policing, and our proactive approach to problem solving. Under the name of community policing, the department has sought to enhance its problem solving abilities by developing partnerships with College Station citizens and businesses. As the city grows, and partnerships with citizens and businesses are enhanced, we will see new ideas develop. Our vision for the year 2000 includes the following areas:

- To ensure that Departmental programs and activities are in line with the department mission statement and accomplished within budgetary limitations
- To continue to develop strategies which address the abuse of alcohol and other substances
- To provide timely initial police services on a 24 hour basis incorporating a community policing philosophy with an emphasis on problem solving
- Reengineer the processing of prisoner tasks to allow patrol officers to reduce transport and processing time
- To provide efficient assignment and investigation of serious criminal offenses within a reasonable amount of time
- To process and maintain accurate police records and evidence and provide for the effective and efficient retrieval, distribution, and storage of departmental records and evidence
- To provide continuing education and training for the enhancement of the professional skills of current employees
- To coordinate the Tech-Prep Criminal Justice Program at A&M Consolidated High School and to increase the number of School Resource Officers at the middle school campuses.